

Creating High Performing Teams In A Professional Practice

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Background and Purpose

- ❑ Why this project?
 - ❑ Personal connection
 - ❑ The Organization
 - ❑ Organizational Goals
 - ❑ Team Building/Collaboration

Challenges

- ❑ High turnover rate
- ❑ Employees working in silos
- ❑ Improving website
- ❑ Technology

Literature Review

- ❑ Listen to understand
- ❑ Define roles
- ❑ Establish norms
- ❑ Ongoing Activity
- ❑ Reflect! Reflect! Reflect!

Scope and Approach

Partnering Organization

- ❑ Objectives
- ❑ Success criteria
- ❑ Risks

Scope and Approach Cont.

Student's Perspective

- ❑ Objectives
- ❑ Success criteria
- ❑ Risks

Action Plan And Activities

May 2018

- ❑ initial meeting with owner

August 2018

- ❑ Allocated space for meetings
- ❑ Developed meeting norms

- ❑ Created agenda template

September 2018

- ❑ Began updating website
- ❑ Developed Team building interview questions
- ❑ Professional Development (ongoing)

Action Plan and Activities Cont.

October 2018

- ❑ Advertising in local places

November 2018

- ❑ Established new positions

December 2018

- ❑ Created Incentives

Risks and Constraints

Risks

- ❑ Employees rejecting project
- ❑ Owner losing interest
- ❑ Organization closing
- ❑ Poor Communication
- ❑ Scheduling conflicts
- ❑ Inadequate funding

Constraints

- ❑ Employees willingness to work as a team
- ❑ Leadership of the candidate

Quality Assurance Plan

Plan

- ❑ Plan a change

Do

- ❑ Test the change

Check

- ❑ Analyze the results

Act

- ❑ Take action

Outcome Data

What was realized?

- ❑ Data from Employee survey
- ❑ Data from New patients survey

Reflection

- ❑ Leadership skills
- ❑ Processes
- ❑ use of surveys
- ❑ Perspective

Areas of Future Study

- ❑ Team building In a Post- Covid World
- ❑ Effect of Team Building on Social belonging